



CITY OF DUBLIN

City Benefits 2010

Welcome to the City of Dublin! The following information is an outline of the City paid and voluntary medical and non-medical benefits. This outline should be used as a tool for deciding the medical and non-medical benefits you (and your dependents) desire. This information is a supplement to the detailed information you will receive as part of your new hire orientation. If you have any questions regarding this information, please contact Human Resources at (925) 833-6605.

Health Insurance:

PERS Health

Benefits are paid by the City up to an amount based on the Kaiser Family rate, the amount changing as that rate changes. At the present time, this benefit amount is \$1,153.43 per month. (Overage amounts can be recouped through the City's Trust Fund Account (see description below). Eligibility is the first day of the month after initial hire date. The following rates will be effective 1/1/2010.

CITY MAXIMUM CONTRIBUTION \$1,153.43/MO.			
Plan Name	Single Premium per mo.	2-Party Premium per mo.	Family Premium per mo.
Blue Shield	\$577.33	\$1,154.66	\$1,501.06
Kaiser	\$532.56	\$1,065.12	\$1,384.66
PERS Choice	\$508.75	\$1,017.48	\$1,322.72
PERS Care	\$868.17	\$1,736.34	\$2,257.24
PERS Select	\$474.93	\$949.86	\$1,234.82

Part-time regular employees who are members of the PERS retirement system are eligible for the same benefits described above.

Dental Insurance:

Delta Dental

Eligibility is the 1st day of the month following initial employment. The City **pays benefits for employee plus dependents**, at the following rates:

Delta Dental Rates as of 7/1/2010

Coverage Type	Cost
Employee Only	\$ 52.02
Employee plus One	\$ 99.41
Employee plus Family	\$164.46

Part-time regular employees working at least 30 hours per week qualify for the same coverage. Part-time regular employees scheduled to work between 20 and 29 hours per week are eligible for a maximum of \$49.43 (single coverage) per month.

Trust Fund:

\$900.00 per Fiscal Year

As defined, the Trust Fund can be used for eligible reimbursements from July 1st through June 30th (i.e. uninsured medical, dental, optical and prescription optical appliances) incurred by the employee or any of the qualified dependents.

Part-time regular employees working between 20 and 40 hours per week have a pro-rated share based on hours regularly scheduled.

Retirement:

PERS Retirement

City pays full employer portion and 7% of the employee portion. The employee pays 1% on a tax-deferred basis for a total of 8%. Coverage is 2.7% @ 55, based on the employee's Single Highest Year, with EPMC and 414(h) contracted options. Subject to change.

Retiree Medical:

PERS Health

City currently pays up to \$1,153.43 per month for retiree medical benefits for all employees hired before April 1, 2004. Employees hired after 4/1/2004 are required to have at least 10 years minimum of CalPERS service to retire. At least 5 years of the service must be with the City of Dublin, and 5 years service credit can come from another CalPERS service. Vesting percentages for retiree medical pursuant to Government Code Section 22825.5 are as follows. Subject to change.

Credited Years of Service	Percentage of Employer Contribution
10	50
11	55
12	60
13	65
14	70
15	75
16	80
17	85
18	90
19	95
20 or more	100

Life Insurance/AD&D:

UNUM Insurance Company

The City pays for a \$50,000 term life insurance policy for all full-time regular employees. There is an option to purchase additional optional supplemental life insurance at employee cost.

Long Term Disability:

UNUM Insurance Company

The City pays the premium for coverage up to \$12,500 of monthly earnings. Coverage includes 60% of the first \$7,500 of pre-disability earnings; there is a 60 day waiting period. Part-time regular employees working at least 20 hours per week qualify.

Short Term Disability

UNUM Insurance Company

OPTIONAL benefit, premium paid by an employee payroll deduction. Coverage includes 60% of the first \$3,333 of your pre-disability earnings; there is a 7 day waiting period for disability caused by sickness or pregnancy.

Part-time regular employees working at least 20 hours per week qualify for optional payroll deduction to purchase short-term disability insurance.

Employee Assistance Program

UNUM Insurance Company

City paid premiums; benefits include work-life balance employee assistance program and worldwide emergency travel assistance services.

General Leave Accrual:

Full-time Regular Employees: 22 days per year through 5th year
27 days per year 5th through 10th year
29 days per year 10th year through 15th year
31 days per year following the 15th year

Designated Management Positions: 24 days per year through 5th year
27 days per year 5th through 10th year
29 days per year 10th year through 15th year
31 days per year following the 15th year

Part-time regular employees receive a pro-rated share based on the percentage of a regular 40 hour work week multiplied by the leave accrued per month for full-time regular employees as stated above.

Maximum Accrual: 360 hours (see Sick Leave Accrual)

Sick Leave Accrual:

After reaching the maximum general leave accrual the employee accrues Sick Leave at the same General Leave rate. Use of sick leave is defined in the personnel rules. There is no compensation for Sick Leave at termination.

Maximum Accrual: 360 hours

Compensatory Time (Comp Time):

The City of Dublin has an 80 hour comp time bank for FLSA eligible employees. Employees can accumulate comp time hours at time and one half up to a maximum of 80 hours.

Administrative Leave:

An employee who is defined as FLSA exempt shall on July 1st of each year be granted 40 hours of Administrative Leave. On December 1st of each year, FLSA exempt employees may choose to be paid for up to a maximum of 20 hours of their unused Administrative Leave. Designated Management employees shall on July 1st of each year will be granted 64 hours of Administrative Leave. On December 1st of each year, Designated Management employees may choose to be paid for up to a maximum of 32 hours of their unused Administrative Leave. The use of

Administrative Leave requires the approval of the employee's Department Head, as applicable, and City Manager prior to the absence. On June 30th of each year employees shall forfeit any unused balances of Administrative Leave.

Car Allowance:

Certain designated positions are eligible for a monthly allowance.

Paid Holidays:

As defined, there are 13 paid holidays including a Floating Holiday per calendar year.

Education Reimbursement:

As defined, full-time employees are eligible for reimbursement equal to 75% of the tuition, and/or fees not to exceed \$1,400 per Fiscal Year.

Part-time regular employees scheduled to work between 20-39 hours per week receive a pro-rated reimbursement based on regularly scheduled hours.

Other Benefits: Other benefits such as Deferred Compensation, Credit Union, Amusement Park Discounts Coupons, and other programs will be discussed during your new hire orientation.